

Order & Regs
SUPPLEMENT TO

17

THE
SWAZILAND GOVERNMENT
GAZETTE

VOL. XV]

MBABANE, Friday, August 26th., 1977

[No. 845

CONTENTS

No.

Page

PART B — ORDERS

KING'S ORDERS-IN-COUNCIL

23. The Road Traffic (Amendment) Order, 1977	.....	S1
24. The Members of Parliament (Gratuities) Order, 1977	.....	S3
25. The Passports (Amendment) Order, 1977	.....	S5
26. The Arms and Ammunition (Amendment) Order, 1977	.....	S7

PART C — LEGAL NOTICES

72. Regulation of Wages (Forestry and Forest Industry) Order, 1977	.....	S9
74. The Mathendele Extension No. 2 Town Regulations, 1977	.....	S18
75. The Mathendele Extension No. 3 Town Regulations, 1977	.....	S19
76. The Zakhele Extension No. 2 Town Regulations, 1977	.....	S20
77. The Zakhele Extension No. 3 Town Regulations, 1977	.....	S21
78. The Nhlangano Extension No.2 Town Regulations, 1977	.....	S22
79. The Nhlangano Extension No. 3 Town Regulations, 1977	.....	S23
80. The Nhlangano Extension No. 4 Town Regulations, 1977	.....	S24

PUBLISHED BY AUTHORITY

THE WAGES ACT, 1964

(No. 16 of 1964)

REGULATION OF WAGES (FORESTRY AND FOREST
INDUSTRY) ORDER, 1977

(Under Section 11)

(Date of commencement: 26th. August, 1977)

In exercise of the powers conferred on him by the abovementioned Act, the Honourable Deputy Prime Minister is pleased to make the following Order:—

Citation.

1. This Order may be cited as the Regulation of Wages (Forestry and Forest Industry) Order, 1977.

Interpretation.

2. In this Order unless the context otherwise requires:—

“analyst” means an employee who does standard laboratory tests and maintains records in connection therewith;

“aux-plant attendant” means an employee who has passed a test pertaining to an aux-plant and who attends to such plant and maintains records relating thereto;

“basic minimum wage” means the wage provided for in regulation 4 hereto;

“clerk” means an employee who performs miscellaneous clerical work;

“driver” means an employee who is licensed to drive any vehicle, drives and maintains any vehicle;

“fireman” means an employee who is required to detect, eliminate and reduce fire hazards, to inspect fire extinguishers and fire protection equipment, to patrol work and storage areas, to note any incident which is likely to be a fire hazard, to fight fires, and to have a good knowledge of rescue work;

“general labourer” means an employee who is required to do work of a routine nature, requiring some physical effort, in the area, department or section of the jobs set out in grade 1 of the first schedule, and who may be required to do such work as cleaning of equipment, machinery, plant or work area;

“grade II employee” includes an employee who does work of a routine nature which requires experience or aptitude;

“grade III employee” includes an employee who does work which requires experience or proof of competence and initiative;

“grade IV and V employee” includes an employee who does work which requires a trade test or a minimum of two years experience, initiative and ability.

“guard and watchman” means employees who under the direction of their employer or his agent do any or a combination of the following:—

- (1) maintaining or ordering and protecting their employer's property from hazards and unlawful activities,
- (2) noting suspicious persons,
- (3) patrolling areas assigned to them,
- (4) making periodical inspection of grounds, buildings, and gates to ensure that they are properly secured,
- (5) watching for any irregularity including water and fire hazards;
- (6) checking vehicles entering or leaving their employer's premises and reporting any suspicious actions or irregularity,

“handyman” means an employee who is required to do elementary work in masonry, plumbing, carpeting, metal work or fencing;

“induna” means an employee who supervises a number of employees allocated to him;

“inspector-security” means an employee who is in charge of a group of watchmen/guards and who assumes full duties of a watchman or a guard in the event of an emergency;

“linesman” mean an employee who does duties connected with the laying, checking and repairing of a telecommunication system;

“non-trade tested painter, plasterer or bricklayer” means a painter, plasterer or bricklayer, as the case may be, who has not passed a trade test and who does work pertaining to that trade;

“operator-attendant” means an employee who is required to operate any machinery and other duties in connection therewith;

“operator skidder, bull dozer or grader” means employees who hold certificates of competence in the operation of skidders bull dozers or graders, as the case may be, and who operate such equipment and do work connected therewith;

“operators, attendants or assistants” means employees who are required to do or assist in the doing of an employer's operation assigned to them in order to ensure that all operations are done according to their employer's instructions and report anything abnormal to their employer or his agent;

“qualify-inspector” means an employee who ensures that the quality of products conforms to the required standards and who maintains the necessary records relating thereto;

“saw sharper” means an employee who maintains all saws and other cutting instruments in a sound working condition;

“sample-tester” means an employee who collects specimens from designated work areas and prepares them for test purposes and assists in the cleaning of laboratory equipment;

“stores-issue clerk” means an employee who receives and issues stores, equipment, tools or stationery and does any other duties connected therewith;

“tractor-driver” means an employee who is licensed to drive tractor and who satisfactorily does his work in connection therewith.

Application.

3. This Order shall apply to:—

- (a) any person employed in any undertaking having at least 70% of its productive holding under tree development and engaged in the occupations specified in the First Schedule hereto and,
- (b) any person employed by a contractor engaged in the clearing, felling or stripping of trees in a forest area or the construction of roads, bridges or tunnels in such area.

Basic Minimum Wage.

4. (1) subject to paragraph (3) hereof the basic minimum wage to be paid to employees to whom this Order applies shall be calculated at a rate not less favourable than that specified in the First Schedule.

(2) for purposes of calculating hourly daily or monthly rates, the following conversion table shall be used:—

- (a) hourly rate — divide weekly rate by weekly hours;
- (b) daily rate — divide weekly rate by days to be worked in a week;
- (c) monthly rate — multiply weekly rate by four and one-third.

(3) A female and a juvenile general labourer shall receive not less than $\frac{3}{4}$ of the full rate of the rate applicable to male general labourers.

(4) An induna shall receive the rate of the category of the workers he supervises plus 10% of the basic rate.

Rations.

5. (1) An employer shall supply rations to his employees in quantities not less than those specified in the second Schedule.

(2) With the employee's consent, and after notifying the Labour Commissioner the employer may pay the employee as in lieu of rations, the cash value of such rations to be fixed by the Labour Commissioner from time to time.

(3) Upon notification by the Labour Commissioner of an increase in the ration

allowances, the new cash value shall be paid not later than the pay day following such notification.

Hours of work.

6. The basic working week shall consist of forty-eight hours of not less than five days and not more than six days at the place of work:

Provided that —

- (a) in the case of an employee engaged on "shift work" his basic working week shall be forty-eight hours over a six day period;
- (b) in the case of watchmen and security guards the basic working week shall not be more than seventy-two hours over a six day period.
- (c) an employee required to work on a continuous shift system shall have not less than one rest day during each seven day period.

Overtime.

7. (1) Subject to paragraph 6(1) any employee, other than an employee who does "shift work", who performs the duties of a watchman and security guard required to work in excess of the hours of work, specified in regulation 6, shall be paid as follows:—

- (a) for time worked on a normal working day in excess of the hours of work set out in regulation 6 at one and a half times the basic hourly rate; and
- (b) for time worked on a rest day, Sunday or Public Holiday specified in the Third Schedule hereto at twice the basic hourly rate.

(2) Any employee, engaged on "shift work" or to perform duties of a security guard on his rest day or a Public Holiday specified in the Third Schedule hereto, may at the discretion of his employer be given time off in lieu of any overtime payment.

Annual Leave.

8. On completion of each period of twelve months of continuous service with an employer, an employee shall be entitled to an annual leave of not less than nine days with full pay.

Sick Leave.

9. After each period of twelve months continuous service with an employer the employee shall, on production of a certificate issued by a Medical Practitioner registered under the Medical and Dental Practitioners Act No. 3 of 1970, be entitled to sick leave not exceeding fourteen working days with full pay and a further period not exceeding fourteen working days with half pay:

Provided that no employee be entitled to such pay if the incapacity was due to a wilful act on his part.

Public Holidays.

10. The six public days specified in the Third Schedule hereto shall be holidays with full pay:

Provided that —

- (a) an employee to whom authority for absence from work has not been given shall not be entitled to such pay unless he renders service to his employer on the working day prior to and following such holiday;
- (b) if agreement has been reached between an employer and his employees, any of the Public Holidays specified in the Third Schedule may be exchanged for another day in lieu thereof.

Savings.

11. (1) No employer shall by reason of this Order, reduce the wages, rations, ration allowances, annual leave or sick, as the case may be, to which an employee was entitled prior to the commencement of this Order.

(2) Any employer who contravenes paragraph (1) hereof shall be guilty of an offence and liable on conviction to a fine of fifty emalangeni or three months imprisonment or both.

Repeal.

12. Legal Notice No. 6 of 1975 is hereby repealed.

A. R. SHABANGU

Permanent Secretary

Deputy Prime Minister's Office.

Mbabane
18th. August, 1977.

FIRST SCHEDULE

(Regulation 4)

Grade I

E 5.15

General Labour — Forest
Roads — Construction and maintenance of roads
Agriculture — tree planting
Orderly
Tea Server
Loader— woodyard

Cleaner
 Handler — Timber
 Attendant — Conveyer Refuse
 Bale Pusher
 Bark Feeder
 Greaser
 Artisan Hand
 Nursery Worker
 Pruner
 De-Brancher-Trimmer-Trimmer-Debarker
 Stacker
 Loader
 Hooker and De-hooker
 Mule Operator or Attendant
 Stripper-De-brancher
 Felling

Grade II

E 6.60 per week

Security Guard
 Hyster Driver
 Operator Powersaw
 Effluent Sump
 Semi-Auto-Plant
 Secondary-Press
 Winch
 Fork Lift
 Forest Guard
 Fire Tower Watchmen
 Cook
 Power Saw Assistant
 Saw Sharpener

Attendant

Shipper
 Washing
 Drying Plant
 Wet lap
 Bale Press
 Auto-Press
 Firing Floor
 Ash Hopper
 Power Boiler
 Lines-man Assistant
 Reclaim Assistant
 Strapper
 Tally Clerk
 Tractor Driver
 Fireman
 Handyman

Grade III

E 7.55 per week

Clerk-General Duties
 Inspector — Security
 Driver--Stacker
 Nickolson
 Hy-Ho

Operator

Cambio
 Tyre Repair

&

Radio

Attendant

Filter House
 Auto-Press
 Smelt Spout

Water Plant
 Analyst-Pulp Plant
 Sample-Tester
 Linesman
 Leading Fireman
 Store-Issuer
 Clerk
 Non-trade tested
 Painter
 Plasterer
 Bricklayer

Grade IV

E15.70

Senior Inspector — Security	
Artisan — Trade Tested	
Plant Operator	
Analyst Laboratory	
Quality Inspector	
Aux-Plant Attendant	
Operator Skidder	E 9.50 per week
Bull-Dozer	E 9.50 per week
Grader	E 8.95 per week
Powersaw Mechanic	E 8.15 per week
Driver-Up to 5 Ton	E 7.60 per week
5 Ton — 10 Ton	E10.00 per week
Over 10 Ton	E19.15 per week
Harness Maker	E 7.55 per week

SECOND SCHEDULE

(Regulation 5)

Minimum weekly ration Scale

Mealie Meal	.....	.....	.....	.....	.....	.....	.....	6. 35 Kg.
Meat	.....	.....	.....	.....	.....	.....	.....	1. 36 Kg.
Sugar	.....	.....	.....	.....	.....	.....	.....	. 45 Kg.
Dry Beans, Peas or groundnuts	.....	.....	.....	.....	.....	.....	.....	. 68 Kg.
Fresh Vegetables	.....	.....	.....	.....	.....	.....	.....	. 9 Kg.
Salt	.....	.....	.....	.....	.....	.....	.....	.113 Kg.

Alternatives.

The following rations may be supplied in lieu of the items of food mentioned in paragraph 1:—

(a) *Mealie Meal:*

For every .9 Kg. of mealie meal, .45 Kg. of Bread, .34 Kg. of rice or .23 Kg. of ordinary or sweet Potatoes.

(i) for the first .23 Kg. of meat, .23 Kg. of offal; or

(ii) for the first .45 Kg. of fish or .23 Kg. of cheese.

(c) For every .45 Kg. of fresh vegetable, .45 Kg. of fresh fruit or appropriate ration of dehydrated vegetables.

Permitted Variations:

The rations of mealie meal shown in paragraph may be reduced by an amount not exceeding 2.72 Kg. Equipment to the amount of meal used in the preparation of:—

(a) the drink known as "mahewu", or

(b) a proprietary vitaminized drink, if either drink is issued in a week to the employee by the employer.

THIRD SCHEDULE

(Regulation 7)

Good Friday

King's Birthday

Incwala

Somhlolo

Christmas Day

Boxing Day

THE GOVERNMENT LANDS DISPOSAL PROCLAMATION

(Cap. 134)

THE MATHENDELE EXTENSION NO. 2 TOWN REGULATIONS 1977

(Under Section 12)

(Commencement: 26th August, 1977)

The Honourable the Minister for Local Administration is hereby pleased to make the following regulations:—

Citation.

1. These Regulations may be cited as the Mathendele Extension No. 2 Town Regulations, 1977.

Establishment of Town and alteration of general plan.

2. (1) The following land is proclaimed and established a town:—

Farm No. 1236 situate in the Shiselweni District, measuring 7,1946 (seven comma one nine four six) hectares, held by the Crown under Certificate of Registered Crown Title No. 108 of 1977 dated 15th April, 1977, comprising 82 (eighty two) lots numbered 101 — 182 as will more fully appear from General Plan S.G. No. S.49/75, approved by the Surveyor-General on the 19th August, 1975.

(2) The Surveyor-General shall alter the General Plan so as to indicate the name and lot numbers assigned by these regulations to the town and shall endorse the General Plan of the Township of Mathendele and General Plan S.G. No. S.49/75 accordingly:

- (3) The Registrar of Deeds shall:—

(a) make the necessary endorsement on the relevant title deeds;
and

(b) open the necessary register in connection with the town.

Applicability of Legal Notice No. 23 of 1967.

3. The provisions of regulation 2 and regulations 4 — 16 inclusive published under Legal Notice No. 23 of 1967 shall apply to the Town established by these regulations.

O. Z. DHLAMINI

Permanent Secretary,

Ministry of Local Administration.

Mbabane.
12th. August, 1977.

THE GOVERNMENT LANDS DISPOSAL PROCLAMATION

(Cap. 134)

THE MATHENDELE EXTENSION NO. 3 TOWN REGULATIONS 1977

(Under Section 12)

(Commencement: 26th August, 1977)

The Honourable the Minister for Local Administration is hereby pleased to make the following regulations:—

Citation.

1. These Regulations may be cited as the Mathendele Extension No. 3 Town Regulations, 1977.

Establishment of Town and alteration of general plan.

2. (1) The following land is proclaimed and established a town:—

Farm No. 1237 situate in the Shiselweni District, in extent 8,0509 (eight comma zero five zero nine) hectares, held by the Crown under Certificate of Registered Crown Title No. 109 of 1977 date 15th April, 1977 comprising 94 (ninety four) lots numbered 183—276 as will more fully appear from General Plan S.G. No. S.54/75 approved by the Surveyor-General on the 12th August, 1975.

(2) The Surveyor-General shall alter the General Plan so as to indicate the name and lot numbers assigned by these regulations to the town and shall endorse the General Plan of the Township of Mathendele and General Plan S.G. No. S.54/75 accordingly:

(3) The Registrar of Deeds shall:—

(a) make the necessary endorsement on the relevant title deeds;
and

(b) open the necessary register in connection with the town.

Applicability of Legal Notice No. 23 of 1967.

3. The provisions of regulation 2 and regulations 4 — 16 inclusive published under Legal Notice No. 23 of 1967 shall apply to the Town established by these regulations.

O. Z. DHLAMINI

Permanent Secretary,

Ministry of Local Administration.

Mbabane.
12th. August, 77.

THE GOVERNMENT LANDS DISPOSAL PROCLAMATION

(Cap. 134)

THE ZAKHELE EXTENSION NO. 2 TOWN REGULATIONS, 1977

(Made under section 5 of the Zakhele Township
Proclamation 1961 (No. 68 of 1961))

(Commencement: 26th August, 1977)

The Honourable the Minister for Local Administration is hereby pleased to make the following regulations:—

Citation.

1. The regulations may be cited as the Zakhele Extension No. 2 Town Regulations, 1977.

Establishment of Town and alteration of general plan.

2. (i) The following land is proclaimed and established a town:—

Certain Farm No. 1233 in extent 10,2594 (ten comma two five nine four) hectares, situated in the District of Manzini, held by Crown Title No. 94 of 1977 dated 31st March, 1977, with diagram No. S. 97/73 annexed thereto, comprising 135 (one hundred and thirty five) lots numbered 213 — 347 inclusive and roads, as more fully appears from the General Plan S.G. No. S.70/73 approved by the Surveyor-General for Swaziland on the 7th November, 1973.

(ii) The Surveyor-General shall alter the General Plan so as to indicate the name and lot numbers assigned by these regulations to the town and shall endorse the General Plan of the Township of Zakhele and General Plan S.G. No. S.70/73 accordingly:

(iii) The Registrar of Deeds shall:—

(a) make the necessary endorsement on the relevant title deeds;
and

(b) open the necessary register in connection with the town.

Applicability of Government Notice No. 14 of 1964.

3. The provisions of sections 3 to 14 inclusive of the Zakhele Township Proclamation and of the regulations made thereunder shall apply to the Town established by these regulations.

O. Z. DHLAMINI

Permanent Secretary,

Ministry of Local Administration.

Mbabane.
12th. August, 1977.

LEGAL NOTICE NO. 77 OF 1977

THE GOVERNMENT LANDS DISPOSAL PROCLAMATION

(Cap. 134)

THE ZAKHELE EXTENSION NO. 3 TOWN REGULATIONS 1977

(Made under section 5 of the Zakhele Township
Proclamation 1961 No. 68 of 1961)*(Commencement: 26th August, 1977)*

The Honourable the Minister for Local Administration is hereby pleased to make the following regulations:—

Citation.

1. These regulations may be cited as the Zakhele Extension No. 3 Town Regulations, 1977.

Establishment of Town and alteration of general plan.

2. (1) The following land is proclaimed and established a town:—

Certain Farm No. 1234 in extent 10,8089 (ten comma eight zero eight nine) hectares, situated in the District of Manzini, held by the Crown under Certificate of Registered Crown Title No. 95 of 1977 dated 31st March, 1977 with diagram No. S.45/75 annexed thereto comprising 161 (one hundred and sixty one) lots numbered 349 — 509 inclusive and roads, as will more fully appear from the General Plan S.G. No. S. 44/75 approved by the Surveyor-General for Swaziland on the 4th August, 1975.

(2) The Surveyor-General shall alter the General Plan so as to indicate the name and lot numbers assigned by these regulations to the Crown and shall endorse the General Plan of the Township of Zakhele and General Plan S.G. No. S. 44/75 accordingly:

(3) The Registrar of Deeds shall:—

(a) make the necessary endorsement on the relevant title deeds;
and

(b) open the necessary register in connection with the town.

Applicability of Government Notice No. 14 of 1964.

3. The provisions of section 3 to 14 inclusive of the Zakhele Township Proclamation and of the regulations made thereunder shall apply to the Town established by these regulations.

O. Z. DHLAMINI

*Permanent Secretary,**Ministry of Local Administration.*

Mbabane.
12th. August, 1977.

THE GOVERNMENT LANDS DISPOSAL PROCLAMATION

(Cap. 134)

THE NHLANGANO EXTENSION NO. 2 TOWN REGULATIONS 1977

(Under Section 12)

(Commencement: 26th August, 1977)

The Honourable the Minister for Local Administration is hereby pleased to make the following regulations:—

Citation.

1. These Regulations may be cited as the Nhlanguano Extension No. 2 Town Regulations, 1977.

Establishment of Town and alteration of general plan.

2. (1) The following land is proclaimed and established a town:—

Farm No. 1235 situate in the Shiselweni District, in extent 9,1030 (nine comma one zero three zero) hectares held by the Crown under Certificate of Registered Crown Title No. 107 of 1977 dated 15th April, 1977, comprising 35 (thirty five) lots numbered 341 — 375 as will more fully appear from General Plan S.G. No. S.22/75 approved by the Surveyor-General on the 14th April, 1975.

(2) The Surveyor-General shall alter the General Plan so as to indicate the name and lot numbers assigned by these regulations to the town and shall endorse the General Plan of the Township of Nhlanguano and General Plan S.G. No. S.22/75 accordingly;

(3) The Registrar of Deeds shall:—

(a) make the necessary endorsement on the relevant title deeds;
and

(b) open the necessary register in connection with the town.

Applicability of Cap. 78.

3. The provisions of sections 5 to 10, inclusive, of the Nhlanguano Township Proclamation and of the regulations made thereunder shall apply to the Town established by these regulations.

O. Z. DHLAMINI

Permanent Secretary,

Ministry of Local Administration.

Mbabane.
12th. August, 1977.

THE GOVERNMENT LANDS DISPOSAL PROCLAMATION

(Cap. 134)

THE NHLANGANO EXTENSION NO. 3 TOWN REGULATIONS 1977

(Under Section 12)

(Commencement: 26th August, 1977)

The Honourable the Minister for Local Administration is hereby pleased to make the following regulations:—

Citation.

1. These Regulations may be cited as the Nhlangano Extension No. 3 Town Regulations, 1977.

Establishment of Town and alteration of general plan.

2. (1) The following land is proclaimed and established a town:—

Farm No. 1239 situate in the Shiselweni District, in extent 29,7331 (Two nine comma seven three three one) hectares, held by the Crown under Certificate of Registered Crown Title No. 111 of 1977 dated 15th April, 1977, comprising 137 (One hundred and thirty seven) lots numbered 376—512, as will more fully appear from General Plan S.G. No. S.120/75 approved by the Surveyor-General on the 8th December, 1975.

(2) The Surveyor-General shall alter the General Plan so as to indicate the name and lot numbers assigned by these regulations to the town and shall endorse the General Plan of the Township of Nhlangano and General Plan S.G. No. S.120/75 accordingly:

(3) The Registrar of Deeds shall:—

- (a) make the necessary endorsement on the relevant title deeds; and
- (b) open the necessary register in connection with the town.

Applicability of Cap. 78.

3. The provisions of sections 5 to 10, inclusive, of the Nhlangano Township Proclamation and of the regulations made thereunder shall apply to the Town established by these regulations.

O. Z. DHLAMINI

Permanent Secretary,

Ministry of Local Administration.

Mbabane.
12th. August, 1977.

LEGAL NOTICE NO. 80 OF 1977

THE GOVERNMENT LANDS DISPOSAL PROCLAMATION

(Cap. 134)

THE NHLANGANO EXTENSION NO. 4 TOWN REGULATIONS 1977

(Under Section 12)

(Commencement: 26th August, 1977)

The Honourable the Minister for Local Administration is hereby pleased to make the following regulations:—

Citation.

1. These Regulations may be cited as the Nhlangano Extension No. 4 Town Regulations, 1977.

Establishment of Town and alteration of general plan.

2. (1) The following land is proclaimed and established a town:—

Farm No.1238 situate in the Shiselweni District, in extent 19,5826 (nineteen comma five eight two six) hectares, held by the Crown under Certificate of Registered Crown Title No. 110 of 1977 dated 15th April, 1977, comprising 51 (fifty one) lots numbered 513 to 563 as will more fully appear from General Plan S.G. No. S.62/75 approved by the Surveyor-General on the 18th July, 1975.

(2) The Surveyor-General shall alter the General Plan so as to indicate the name and lot numbers assigned by these regulations to the town and shall endorse the General Plan of the Township of Nhlangano and General Plan S.G. No. 62/75 accordingly:

(3) The Registrar of Deeds shall:—

- (a) make the necessary endorsement on the relevant title deeds; and
- (b) open the necessary register in connection with the town.

Applicability of Cap. 78.

3. The provisions of sections 5 to 10, inclusive, of the Nhlangano Township Proclamation and of the regulations made thereunder shall apply to the Town established by these regulations.

O. Z. DHLAMINI

Permanent Secretary,

Ministry of Local Administration.

Mbabane.
12th. August, 1977.

The Government Printer, Mbabane.